

**AN INVESTIGATION ON
WORK RELATED ATTITUDES OF
PERMANENT AND CASUAL EMPLOYEES**

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Abstract

To manage people effectively. It is necessary to understand the factors that affect on behavior of people. One such factor is the attitude of people toward work. An attitude can be broadly defined as a settled mode of thinking. Attitudes are developed through experience. Especially job related attitudes* are affected by cultural factors*, behavior of management and policies such as pay, recognition, promotion and quality of working life. Majority of the Sri Lankan factories have a tendency to keep a larger percentage of their workers as casual employees.

This research discusses about the literature related to work-related attitudes of both permanent and casual employees in different industries and fields. It illustrates how work related attitudes are different and important* in industries in order to get the optimum output from their workers. Also, it discusses and illustrates the influencing and resulting factors of work related attitudes. Further, it discusses methodologies, sample and each of those studies has used. Eventually the company which is considered to analyze in this assignment is one of the fully owned factories by the Moosajees Group. Beira Group of Companies which was started under Moosajees Group. Lunuke Brushes and Brooms has three major companies inside one premise in order to make it easier to administer them individually.

Also this research discusses the conceptual framework of the study, hypothesis, the population and sample. Questionnaire design and distribution, and method of data analysis. In this research, identifying of job related attitudes and comparison of those attitudes is done. The idea of carrying out a detailed research study on work related attitudes of permanent and casual employees is to understand both categories of people for a better management of them in an organization. The study investigated the main objectives and identified the work related attitudes of the permanent and casual employees of the selected industry. In doing so, special attention was given to the particular researches which were done on work related attitudes by various people in world wide.